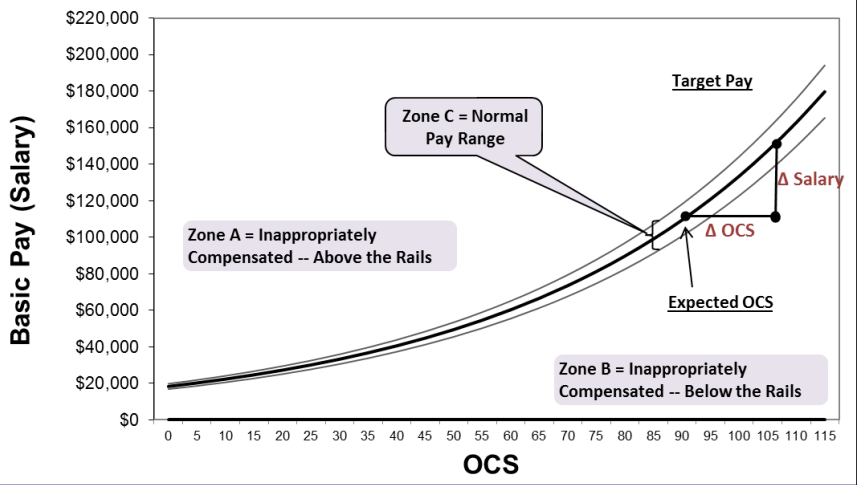
DoD Civilian Acquisition Workforce Personnel Demonstration Project (AcqDemo)

Standard Pay Line Exercises for PPA and PPM Training Preparation

Presented by AcqDemo Program Office
2016

SPL Exercise - 1



The middle line is the SPL

The AcqDemo Federal Register specifies that the SPL should produce the GS-1 Step 1 pay when Overall Contribution Score (OCS) is 0 and the GS-15 Step 10 pay when OCS is 100. For 2016 the formula for the SPL is

Salary = $18,343*(1.0200425) ** OCS

where * indicates "multiplication" and ** indicates "to the power of"

Question 1: How much of a pay increase is each OCS point worth ?

a) About $2
b) About $18,000
c) About 2%

Question 2: Is the calculation of the increase in

d) dollars
e) %

Question 3: If Employee A has a basic pay of $50,000 and Employee B has a basic pay $100,000, both are in the same pay pool, and both have the same Delta OCS: How does Delta Salary compare between Employee A and B?

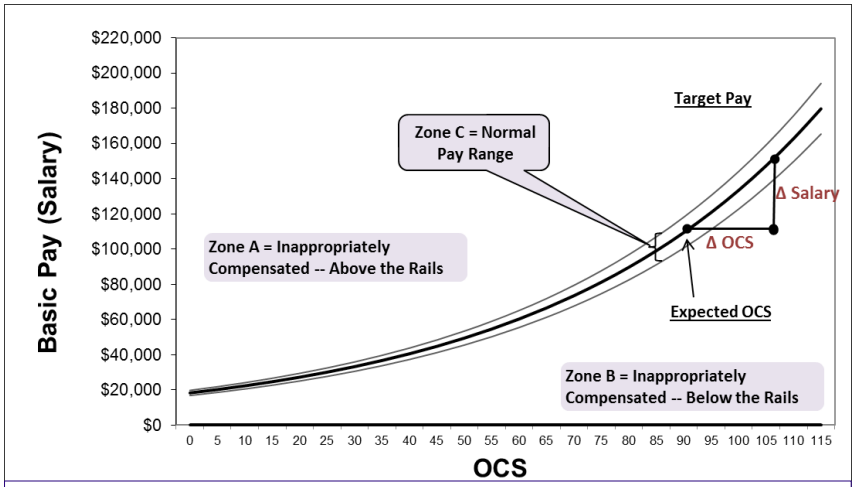
f) It is the same percentage of their salaries
g) Employee B's dollar amount is twice that of employee A
h) Both a) and b)
i) Neither a) nor b)

The "so what":

If you peanut butter spread delta OCS so that everyone receives about the same percentage pay increase, you have wasted the power of AcqDemo

A delta OCS of 5 would yield a 10% increase in pay

SPL Exercise - 2



The upper line is the Upper Rail (UR), the middle line is the SPL, and the lower line is the Lower Rail (LR)

The "so what":

The goal is to have everyone in the Normal Pay Range (Zone C)

- **CRI moves employees in Zone B toward Zone C.**
- **Withholding GPI from those in Zone A, eventually allows Zone C to catch up to them.**

Assume that the Target for Base Pay is the SPL.

Question 1: How do you find the expected OCS for a person whose basic pay is $60,000?

a) Draw a horizontal line from $60,000 on the vertical axis to the right until it hits the UR and then a vertical line down to the OCS or horizontal axis.

b) Draw a horizontal line from $60,000 on the vertical axis to the right until it hits the SPL and then a vertical line down to the OCS or horizontal axis.

c) Draw a horizontal line from $60,000 on the vertical axis to the right until it hits the LR and then a vertical line down to the OCS or horizontal axis.

Question 2: How do you find the pay a person should be receiving if their OCS is 70?

(discuss and summarize response to share with class)

Question 3: If the expected score range is Zone C (Normal Pay Range), how do you find the expected score range for an employee with a salary of $60,000.

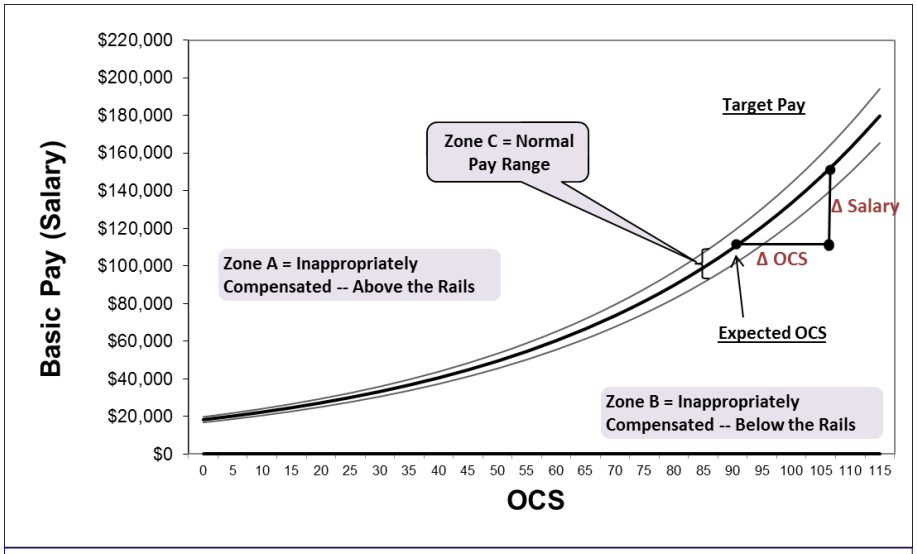
Choose the correct answer:

d) a) and b) from Question 1

e) b) and c) from Question 1

f) a) and c) from Question 1

SPL Exercise - 3



The upper line is the Upper Rail (UR), the middle line is the Standard Pay Line (SPL), and the lower line is the Lower Rail (LR)

The difference between actual score and expected score, based on current basic pay, is called Delta Overall Contribution Score or Delta OCS.

Question 1: If we assume that the target for basic pay is the Standard Pay Line, how do you translate Delta OCS into Delta Salary?

a) It is Delta OCS on the graph

b) Starting at the basic pay of the employee on the vertical axis draw a horizontal line to the right to where it would intersect a vertical line drawn up from the OCS axis at the OCS for the employee. The distance from that intersection to where the vertical line intersects the target line is Delta Salary.

c) It is not shown on the graph

Question 2: Can Delta Salary be negative?

d) Yes

e) No

Question 3: If the target for CRI is the upper rail rather than the SPL?

f) Delta Salary is smaller

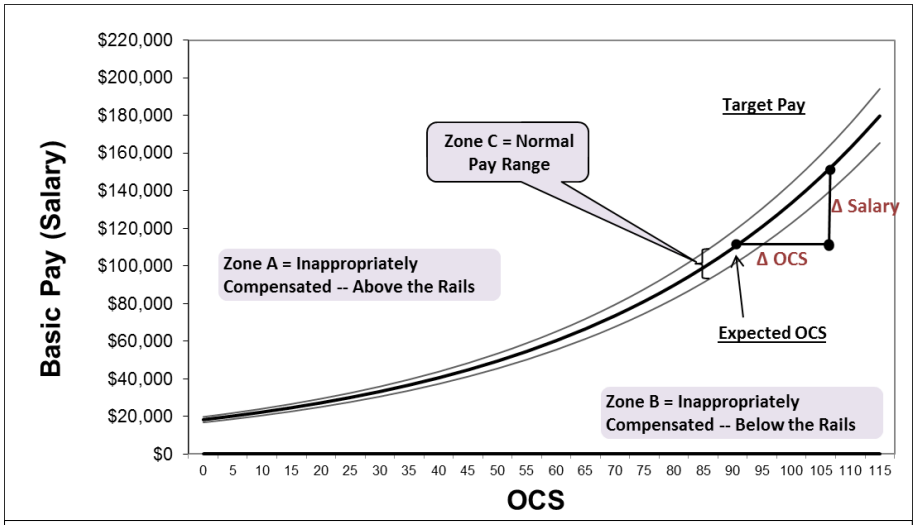
g) Delta Salary is the same

h) Delta Salary is larger

The "so what":

Receiving GPI does not move the employee closer to the target (i.e. SPL) because the target moves with the GPI

SPL Exercise - 4



The upper line is the Upper Rail (UR), the middle line is the Standard Pay Line (SPL), and the lower line is the Lower Rail (LR). See the Zone definitions. The UR is 8% greater than the SPL and the LR is 8% less.

The "so what":

It's not always the top of the pay band that is the most restrictive cap. Other caps may be lower and if so, the lowest applies

Question 1: The General Pay Increase (GPI) for 2016 was 1% and resulted in an increase in pay in the GS Tables. In AcqDemo:

a) Employees whose basic pay and OCS plot in any Zone from the graph must receive GPI
b) Employees whose basic pay and OCS plot in Zone A can have GPI withheld
c) Any employee can have GPI withheld, regardless of Zone

Question 2: One of the pay caps is that the pay increase for an employee who plots in Zone B take their salary more than 6% above the lower rail. What is the purpose of this pay cap?

d) To make the computation more difficult
e) To keep employees who are just below the LR from having new pay above the SPL due to the potential 20% increase in Zone B
f) To keep employees from hitting the top pay of their broadband

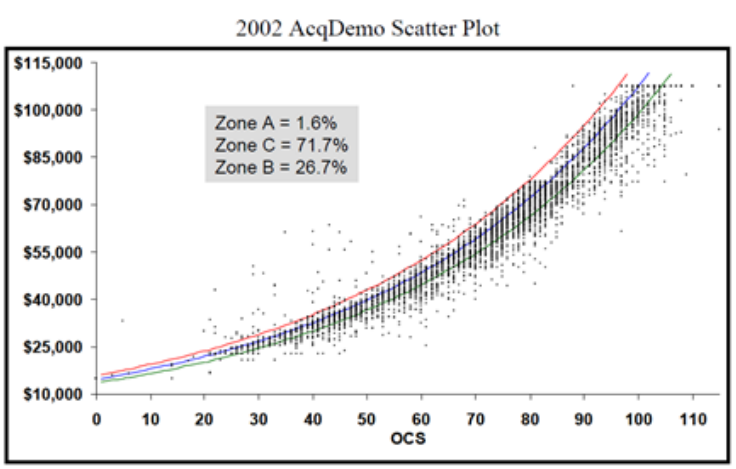
Question 3: The very high score for NH-IV is 115, where the OCS that produces the top pay for NH employees is 100 . Using this as the pattern, how were the very high scores set for NK and NJ?

g) By throwing darts at a dartboard
h) 10% above the OCS that produces the top basic pay for NK and NJ employees
i) 15% above the OCS that produces the top pay for NK and NJ employees

Change in Scatter Plot over Time

First years: Shot Gun Pattern due to change from longevity-based system to contribution-based system

Later years: CRI works to bring those below the target up to the target. Withheld GPI lets the rails catch up to those in Zone A



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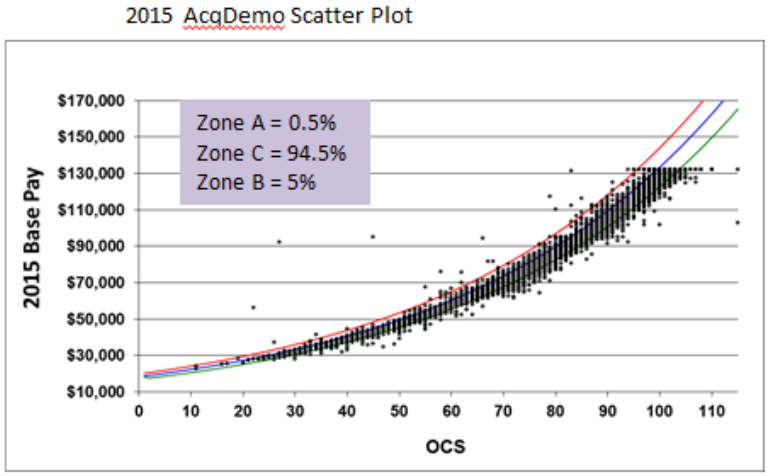

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